

**AGENDA CAPTION:**

**..Title**

Consider approval of Resolution 2019-XXR approving a Meet and Confer Agreement between the San Marcos Professional Firefighters Association Local #3963 and the City of San Marcos and declaring an effective date of October 1, 2019.

**..Body**

**Meeting date:** August 6, 2019

**Department:** Human Resources

**Amount & Source of Funding**

**Funds Required:** \$234,881 for FY2020 and a total of \$1,446,485 for the term of the agreement

**Account Number:** 10002135

**Funds Available:** [Click or tap here to enter text.](#)

**Account Name:** Salaries

**Fiscal Note:**

**Prior Council Action:** [Click or tap here to enter text.](#)

**City Council Strategic Initiative:** [Please select from the dropdown menu below]

Choose an item.

Choose an item.

Choose an item.

**Comprehensive Plan Element (s):** [Please select the Plan element(s) and Goal # from dropdown menu below]

- Economic Development - Choose an item.
- Environment & Resource Protection - Choose an item.
- Land Use - Choose an item.
- Neighborhoods & Housing - Choose an item.
- Parks, Public Spaces & Facilities - Choose an item.
- Transportation - Choose an item.
- Not Applicable

**Master Plan:** *[Please select the corresponding Master Plan from the dropdown menu below (if*

*applicable)]*

Choose an item.

**Background Information:**

Meet and Confer is a process designed to allow police and fire associations and management an opportunity to understand each other's interests and reach agreement on important employment issues. The enabling statute outlines specific areas of discussion for this process which include wages, rates of pay, hours of work and working conditions. Meet and Confer also provides an opportunity to make modifications to better meet operational needs which includes Civil Service, which was adopted by the City in October of 1974.

In early 2006, the City of San Marcos City Council adopted the provisions of the Texas Local Government Code, Chapter 142, Sub Chapter C, Meet and Confer and approved the San Marcos Professional Firefighter Association Local 3963 (SMPFFA) as the sole and exclusive bargaining agent for the City of San Marcos Firefighters. The initial agreement with the SMPFFA was approved December 1, 2009 and was effective October 1, 2009 – September 30, 2012. The second agreement was approved September 18, 2012 and was effective October 1, 2012 – September 30, 2015. The third agreement was approved on September 1, 2015 and was effective October 1, 2015 – September 30, 2018. On February 6, 2018, council approved extending the current agreement for an additional year to end expire on September 30, 2019.

Upon ratification by the SMPFFA, the agreement will be made available to the City Council.

**Council Committee, Board/Commission Action:**

Click or tap here to enter text.

**Alternatives:**

If not approved, the provisions previously approved through the Current Meet and Confer Agreement will end. Renegotiations or revert to compliance with Texas Local Government Codes Chapter 143, 141 and others.

**Recommendation:**

Approve ratification of the 2019-2023 Meet and Confer Agreement.

